

100% Pass Quiz C_THR83_2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience-Valid Practice Test Engine



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SAP C_THR83_2505 Exam Syllabus Topics:

| Topic | Details |
|---------|---|
| Topic 1 | <ul style="list-style-type: none">Job Requisition Enablement: This section of the exam assesses the knowledge of Recruiting Analysts in enabling and managing job requisition templates. It focuses on permissions, fields, and configuration elements necessary for defining job openings within the system. |

| | |
|---------|---|
| Topic 2 | <ul style="list-style-type: none"> Candidate Management: This section of the exam evaluates the knowledge of Recruiting Analysts in managing candidates through the recruiting process. It covers status handling, talent pools, and system behavior as candidates move through different stages. |
| Topic 3 | <ul style="list-style-type: none"> Candidate Profile Template: This section of the exam measures skills of Recruiting Analysts in configuring the candidate profile template. It includes the layout, field usage, and integration of candidate data to streamline talent acquisition and evaluation. |
| Topic 4 | <ul style="list-style-type: none"> E-mail Notifications: This section of the exam assesses the ability of Recruiting Analysts to manage e-mail triggers and notification templates. It includes configuration of communication settings to support automated messaging during the recruiting cycle. |
| Topic 5 | <ul style="list-style-type: none"> Setting Up the Instance: This section of the exam measures skills of SAP Consultants and covers the foundational steps required to configure a SuccessFactors instance for Recruiting Management. It includes understanding provisioning settings and initial system setup tasks that enable core recruiting functionality. |
| Topic 6 | <ul style="list-style-type: none"> Advanced Job Requisition Settings: This section of the exam evaluates the ability of SAP Consultants to handle advanced configuration of job requisitions. It includes field mapping, custom tokens, and XML configurations that enhance the requisition process. |
| Topic 7 | <ul style="list-style-type: none"> Offer: This section of the exam measures the skills of SAP Consultants in configuring offer templates and the offer approval process. It includes the setup required to ensure seamless offer creation, routing, and document generation. |
| Topic 8 | <ul style="list-style-type: none"> Application Template: This section of the exam assesses the ability of SAP Consultants to configure and maintain the application template. It includes customization of the candidate application process to ensure that data collection aligns with business requirements. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q37-Q42):

NEW QUESTION # 37

Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

- A. Link Child Requisition
- B. Delete Job Requisition
- C. Reopen Job Requisition
- D. Close Job Requisition
- E. Print Job Requisition

Answer: A,C,D

Explanation:

The Job Requisition template in SAP SuccessFactors allows configuration of various buttons that control actions users can take on job requisitions. Each button provides functionality that can be managed or restricted based on role permissions.

Reopen Job Requisition (Option A):

This button allows users to reopen a requisition that was previously closed. Access is configured in the Job Requisition template.

Link Child Requisition (Option C):

This button enables users to link a requisition to a related or dependent requisition, often used in cases of large hiring initiatives.

Close Job Requisition (Option E):

The Close Job Requisition button is configured to allow the closure of open requisitions, typically by recruiters or administrators based on permissions.

Reference:

Explanation of Incorrect Options:

Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 38

You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The selected language is NOT correct.
- B. The e-mail is NOT linked to the correct e-mail notification template.
- C. The e-mail is NOT assigned to the correct e-mail trigger.
- D. The e-mail is NOT enabled.

Answer: A,D

Explanation:

In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:

* Selected Language is NOT Correct (Option B): SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.

* Steps to Check:

* Go to Admin Center > Manage Recruiting Email Templates.

* Open the desired email template and check if it has content for the language selected by the user.

* Add the required translations for missing languages if needed.

: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.

Email is NOT Enabled (Option C): For an email template to be accessible, it must be enabled in the system.

If the email template has not been enabled, it will not be available for ad-hoc use.

Steps to Enable:

Navigate to Admin Center > Manage Recruiting Email Templates.

Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.

Explanation of Incorrect Options:

Option A - The email is NOT linked to the correct email notification template: Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.

Option D - The email is NOT assigned to the correct email trigger: Triggers are primarily used for system-generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

NEW QUESTION # 39

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. OData
- C. IDoc
- D. SOAP

Answer: B,D

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to

the core system

SOAP (Option C):

SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.

OData (Option D):

OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

Reference:

Explanation of Incorrect Options:

Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.

Option B - RFC: RFCS are legacy interfaces and not recommended for cloud-based or clean core strategies.

NEW QUESTION # 40

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. My school job boards
- **B. Job Board Market Place**
- C. My job boards
- **D. Job Board catalogue on SAP Jams and Communities**

Answer: B,D

Explanation:

The list of available job boards for Recruiting Posting can be found in two primary locations:

* Job Board Market Place (Option C): This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.

* Job Board Catalogue on SAP Jams and Communities (Option D): SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.

: SAP SuccessFactors Recruiting Posting Documentation - Accessing Job Boards.

Explanation of Incorrect Options:

Option A - My school job boards: This is not a standard feature for accessing all job boards.

Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 41

The (S) Sourcer operator has a field permission taken away but the V operator gives permission to that field. The (S) Sourcer is an approver in the Route Map. What is the result?

- A. The V permission causes the S permission to only allow for reporting of the field in questions .
- B. The V permission is irrelevant in this situation.
- **C. The V permission overrides the taken away S permission.**
- D. It depends on the order in which the permissions were configured.

Answer: C

NEW QUESTION # 42

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